



Mayor Michael B. Coleman

HR CONNECTIONS

Welcome to the March 2004 edition of H.R. Connections. The month of February was an extraordinarily busy month for the City of Columbus and the Human Resources Department. On February 7th Human Resources, under the direction of Dr. Melvin Richardson, sponsored the annual City of Columbus Black History Month Celebration. The program was very well attended and afforded us an opportunity to showcase the wealth of talent possessed by our "future leaders"; the students of the Columbus City School District. We were also privileged to hear words of inspiration and encouragement from Mayor Coleman, Education Director Hannah Dillard and Dr. Elaine Bell representing Superintendent Dr. Gene Harris. Please check your local channel guide or GTC 3 for dates and times of future airing of the program.

Additionally, during the month of February the City adopted the FY 2004 budget, established the needed appropriations to ensure the efficient and effective delivery of essential services to our neighborhoods. The Administration, with the support of Council, also established the programmatic building blocks to move us closer to full realization of the goals and objectives embodied in the Columbus Covenant.

Finally, Mayor Coleman shared his vision for Columbus in his "State of the City" address as we embark upon the beginning of the second term of his administration. We are all encouraged and inspired by that vision and it will require all of our assistance and support to bring it to fruition.

As we look to the dynamic future of our great City it is imperative that we take time out of our very busy schedules to acknowledge and honor the men and women who continually "do more with less". The highly competent, dedicated and committed employees of the City of Columbus are the lifeblood of our various City operations. It is they who deliver the essential services to our continually expanding base of customers every day.

The annual "Employee Recognition" program is one of the ways in which we honor and acknowledge the contributions of our fellow employees. Thank you for taking the time to join the Human Resources Department in applauding our dedicated and innovative awardees. Your continued support of this program is greatly appreciated.

Chester C. Christie,
Director, Human Resources

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HR WEBSITES
Be sure to visit the Human Resources Internet and Intranet websites for the latest information on training opportunities, EEO, Labor Relations, Employee Benefits/Risk Mgmt. and Employee Resources

Internet
www.cityofcolumbus.org
Intranet
[http://Intranet/Agencies/
Human Resources](http://Intranet/Agencies/HumanResources)

Mayor's Award of Excellence Winners



The Life Saving and Humanitarian Award

Darryl Saunders,
Public Service Transportation



The Community Service Award

Robert Beal,
Public Service Transportation



The Outstanding Service Delivery Award

Roger M. Harper,
Recreation and Parks



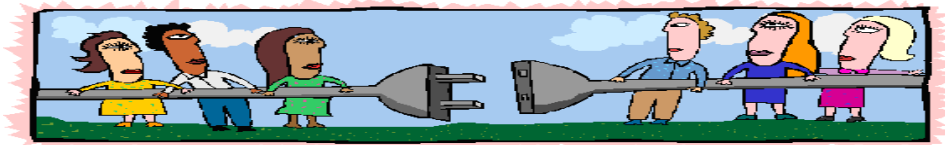
The Exceptional Job Performance Award

Tyrus Adkins, Ronald Brinley, Pat Devereaux, Martin Gray, Bradley Hegwood, Michael Hilty, Adam King, Roger Klein, Ryan Lockard, Bart McComas, Matthew McGaughey, Brian McSweeney, Joseph Merz, Ira (Mike) Misenheimer, Chip Moore, David Nichols, Kenneth Pegram, Marcus Sulser, Craig Weber, J.D. Wilson, and Roger Wright
all from Public Service - Transportation

EIGHT ANNUAL BENEFITS FAIR

MAY 5, 2004

GET CONNECTED



Meet the service providers and ask questions about your benefits from banking to blood pressure.

Don't miss this opportunity !

Citywide Office of Training and Development

Wednesday, May 5, 2004

8:00 a.m. – 3:00 p.m.

750 Piedmont Rd.

Columbus, Ohio 43224



2004 Riverside Mobile
Mammography's are scheduled
for the following dates and
locations:

City Hall – June 21 and 22, 2004

1250 Fairwood – June 24, 2004

Citywide Office of Training and Development Facility
at Piedmont – July 12, 2004

Since appointments are limited
please call 566-5353,

early to schedule your confidential appointment

To accomplish great things we
must not only act but also dream,
not only plan but also believe.

Anatole

The City of Columbus is always proud to celebrate the successes and milestones of its employees. This year's Citywide Employee Recognition Program, which was held at the King Arts Complex on March 4, 2004, was no different. This year 136 individuals were nominated by their peers for providing extraordinary humanitarian service; professional performance above and beyond the call of duty; outstanding civic duty; actions that bring great credit to the employee and/or the City, and last but not least, saving a life.

Safety is Job #1

Congratulations to Safety Personnel, front-line Public Service employees, supervisors and managers for working together in 2003 to cut injury leave and workers' compensation costs by adhering to safe work rules. Best practices led to a reduction in the number of injuries by 7.5 percent, lost time by 24 percent, and injury leave and workers' compensation cost by 19 percent.

Total injuries in the Department were down from 294 in 2002 to 272 in 2003, and the cost attributed in the same time period to workers' compensation and injury leave declined from \$458,773 to \$370,917.

"Maintaining a safe work environment and healthy workforce plays a key role in accomplishing the Department's mission of timely and efficient service delivery to the City's neighborhoods," Henry Guzmán, Public Service Director said. "Congratulations to all for working together on such a laudable goal."

Director Guzmán cited strides in reducing injuries made by Facilities Management, 31-24; Refuse Collection, 142 to 136; and Transportation, 95-80.

A strong commitment by employees and management to make safety a priority. Safety training, Division safety committees, partnerships with the Bureau of Workers' Compensation and CareWorks, and coordination of safety concerns with the Joint Union Management Safety and Health Committee contributed to the improved safety rating.

A variety of Department/Division initiatives that contributed to a safer 2003 include:

- Department Safety Handbook
- BWC Pilot Project in Refuse & Fleet
- 52 Safety Trainings & Orientations
- Tool Box Training/Safety Posters
- Annual Equipment Inspections
- Monthly Facility Inspection
- Employee Safety Recognition
- Transitional Return to Duty Program
- Audiometric and Respirator Fit Testing



City of Columbus Employees Night at the Clippers

Friday, April 23, 2004
Columbus vs. Louisville
Game Time 7:05 p.m.

**10,000 Free Tickets will be available
on a first come first serve basis
after April 1, 2004**

This is a great family activity. Want tickets for a baseball or soccer teams, classmates, neighborhood children, Girl Scouts, Boy Scouts, your church group, your friends - that's fine!

Get your tickets from your payroll representative or call Tina De Fluiter at 5-5960 after April 1, 2004.

Additionally the Columbus Clippers have a 2004 Clippers Grand Slam Plan that is available. For just \$10 you receive vouchers for one reserved seat, a hot dog, a box of popcorn and a regular soft drink. The Grand Slam Plans are good for any regular season home game.

Your City EAP is confidential, free
and provides a variety of services
to help you lead a healthy life. Call

EAP at
645-6894

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T A X
websites 1040.com
IRS.gov

Citywide Training is offering Free Financial Literacy and Homebuyer Education courses

Employees who attend three First Accounts Financial literacy classes will learn to manage a bank account, set attainable financial goals and create a spending plan. These financial classes will be held on April 21st, April 28th and May 5th from 11:00 a.m.- 12:30 p.m. at the Citywide Training Facility. (May 5th is also the City of Columbus Health/Benefit's Fair!) Homebuyer Education classes are targeted to first time homebuyers. The Columbus Housing Partnership along with local loan officers, realtors, property inspectors, appraisers and insurance agents will help participants become knowledgeable in the process of purchasing a home. These experts will discuss down payment assistance, tax abatements, qualifying, mortgage and closings. Homebuyer education classes will be held April 8th, 15th, 22nd and 29th from 11:00 a.m. - 1:00 p.m. at the Citywide Training Facility. Call Citywide Training at 645-8294 or view the announcements on the Intranet at <http://intranet/HR/Training/announcements.htm>

Need your GED?

Citywide Training can help you.
Call 645-3059



Brenda Price leaves the Equal Employment Opportunity Office

After 5 years of quality and dedicated service to the City and the Department of Human Resources, Brenda J. Price has resigned her position as Equal Opportunity Officer. Brenda's departure was made necessary by serious illness within her family. Her co-workers, who will miss the encouragement she always had for others, her warm smile and her loyal friendship, wish her the very best in retirement.

"Take Our Children to Work Day"

Thursday, April 22, 2004 the City of Columbus plans to support the National "Take Our Children to Work Day" Program. If any City employee has a child that they would like to mentor between the ages of 9-15, they are encouraged to bring them to work on April 22nd. The focus of this day is to expose our young people to the variety of employment opportunities that exist throughout City government. Please obtain the required parental permission slip from your department HR Officers.

IMPORTANT PHONE NUMBERS

United HealthCare.....1-800-681-3849
Medical, Rx Drug, Pre-certification
Mail Order Rx Drug..... 1-800-681-3849
Nurseline.....1-877-365-7922
Anthem Blue Cross/Blue Shield1-800-282-1730
Vision Service Plan 1-800-877-7195

CNA Life Insurance

Life: At work employees contact Division Payroll Department.
Terminating employees, call Risk Management to convert within 31 days of terminating City employment

CobraServ.....1-800-790-9056

COBRA: Continuation Benefits

CareWorks.....1-888-899-1232

Workers' Compensation Managed Care Organization

Anthem Life

Short term disability. Complete forms through
Division payroll.

AFLAC.....614-761-1342

Pre-tax benefits. Dependent child care

Colonial Life.....614-882-9307

Voluntary insurance options

Employee Benefits/Risk Management.....614-645-8065

Deferred Compensation..... 1-877-644-6457

Citywide Training Hotline..... 614-645-7733

HR Connections

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